Security Smart

Integrated Safeguards and Security Management

Integrated Safeguards and Security Management (ISSM) is a set of principles and a formal methodology to integrate safeguards and security into management and work practices. It is meant to improve security at work in accordance with risk-based protection strategies.

ISSM covers all levels of activities and documentation pertaining to topical areas of safeguards and security (e.g., personnel, physical information, nuclear safeguards, cyber security) and related areas (e.g., export control, classification, foreign visits and assignments, and foreign travel).

As enumerated in its Guiding Principles, ISSM establishes security expectations for workers at LANL.

ISSM's Guiding Principles:

1. **Management Commitment and Worker Responsibility and Participation:** Workers (managers and nonmanagers) are directly responsible for performing work securely.

2. **Line-management Security Responsibility:** Line managers are directly responsible for protecting all security interests, including analysis of security risks and implementation of security controls.

3. **Clear Roles and Responsibilities:** LANL establishes, maintains, and communicates clear and unambiguous lines of roles, responsibilities, accountability, and authority at all organizational levels.

4. **Competence Commensurate with Responsibilities:** Managers ensure that work is performed by workers with sufficient experience, knowledge, skills, and abilities to fulfill their responsibilities.

5. **Balanced Priorities:** Managers effectively allocate resources to address security, safety,

Work Securely — Define Work, Analyze Vulnerabilities, Develop Controls, Perform Work, Ensure Performance

Los Alamos
NATIONAL LABORATORY
EST. 1943

programmatic, and operational considerations while achieving programmatic goals.

6. **Identified Security Standards and Requirements:** Before work is performed, the associated security risks are analyzed, and security standards and requirements are established to protect security interests.

7. **Work-tailored Security Controls:** Administrative and physical controls to reduce or eliminate security risks are tailored to the work being performed.

8. **Authorized Operation:** Managers authorize the work and the workers before work is performed based on clearly established conditions and requirements.

Five-step Process:

As an inherent function of all Laboratory workers, ISSM requires the demonstration of positive security behavior.

Following the ISSM Five-step Process helps to ensure the protection of DOE assets, such as classified matter, unclassifed sensitive matter, U.S. government property, etc.

ISSM Five-step Process

1. **Define the Scope of Work:** Set goals and objectives, identify security interests, identify security requirements, identify and prioritize tasks, and allocate resources.
2. **Analyze the Security Risk:** Identify the security threats and analyze the security risks associated with the defined scope of work.
3. **Develop and Implement Security Controls:** Identify security requirements and develop/implement work-tailored security controls to prevent or mitigate security risks.
4. **Perform Work within Security Controls:** Confirm that required security controls are in place and then perform work securely within controls.
5. **Ensure Performance:** Evaluate security controls and identify opportunities for improving work definition, planning, and execution.

Key Questions to Ask Yourselves

- How does ISSM help you perform your job successfully? Examples?
- When defining the work, analyzing risks, developing security controls, performing the work, and ensuring performance, do you feel you have enough say in the outcome?
- How well do you think managers above you, workers below you, and your peers understand ISSM?
- Are clear roles and responsibilities defined in your work? Are you and your coworkers empowered to stop work if necessary?
- Are your work and workplace secure? Are there ways to improve your work environment?

Resource

For questions or comments, contact the Security Help Desk at 5-2002 or security@lanl.gov.